
THOMAS E. PEOPLES

Senior Vice President Gencorp, Incorporated

Office: 202-828-6810

Home: 703-757-7835

OVERVIEW Senior Executive with P&L and Strategic Direction experience. Board member of another traded company. Very strong credentials and reputation within the Aerospace and Defense Industries. High energy, demanding leader who develops loyal, high performance teams. Experience with turnaround and restructuring for growth.

GENCORP, INCORPORATED, Sacramento, California (NYSE "GY")

(1999 to present)

Elected Senior Vice President of Gencorp during a restructuring and spin off in October 1999. Responsible directly to the Chairman and CEO for selecting new business opportunities, merger and acquisition targets, international market penetration and growth and Government relations (International and Domestic). Member of the company Senior Leadership Council. Located in Washington, D.C.

AEROJET CORPORATION, Sacramento, California

(1992 to 1999)

Corporate Vice President	-	Marketing, Government and International
President	-	Aerojet Intl.; Gencorp Aerojet, SA Geneva; and Aerojet Australia

Overall: Responsible directly to President of Aerojet for developing the company's business strategies, structure and business pursuit strategies. Aerojet is a very diverse business with leading positions in Tactical Weapons, Strategic Surveillance & Earth Sensing, and Propulsion.

Led the strategies to remake the company following almost total shutdown of the company's strategic and space propulsion business in the wake of defense cutbacks. Aerojet achieved 20% earnings growth year over year (95-99) throughout this phase and has regained most of its former revenue base in solid long-term business. This process was led out of the office of the President, spearheaded by Mr. Peoples and the controller.

Company now operates within business units with business unit executives responsible for program direction within their respective areas. Mr. Peoples leads the Marketing and International activities which encompass program identification, pursuit, and program continuity/expansion, including congressional support working with the business unit executives. He also led the creation and implementation of the company wide MIS based business development process and associated Professional Education Program.

Washington Operations, Washington, DC

(July 1996 to present)

Restructured and consolidated all International and Washington Government Operations into the Corporate Marketing Operation and relocated to Washington to focus the international, field and governmental marketing toward overall company objectives and significantly reduced cost. Dismantled the stovepipe support that existed prior to 1996. Twenty-one directors departed and 10 were hired in the past 36 months.

Achieved all objectives including \$165 M of increases for Aerojet programs from the Hill and \$87.4 M for Aerojet primes. Also served as the Gencorp PAC Chairman; increased the annual contribution level by 400% from 1996 to 1999.

THOMAS E. PEOPLES

Strategic Business Development, Sacramento, California

(July 1994 to July 1996)

Selected to be the senior corporate marketing executive as part of a sweeping restructuring in June 1994. Responsible for the Strategic Direction of the company and effectively implementing the restructuring of the company. Also responsible for international activities, strategic planning, integrated program analysis and investments, including IR&D and B&P, and field operations, including Washington, Huntsville, Los Angeles, Albuquerque, Colorado Springs, and Dover, New Jersey. Twenty-seven direct reports.

Effectively completed the transition and rebuilding of the company to replace the lost major strategic business. Structurally, created a vertically integrated strategic and investment plan focused on the business objectives for all seven Aerojet product sectors; established a Congressional Action Data Base which leveraged all Aerojet activities to optimize support. Developed a competitor database to reposition the company. Consolidated all previously diverse and uncoordinated activities into a single, focused and measured action plan for 1995. Also assigned as President of the Aerojet international subsidiary and Aerojet of Australia. Achieved all objectives.

Electronics Business Development, Sacramento, CA

(1994)

Responsible for leading five Directors and staff involved in developing strategies, marketing, and customer and congressional contacts in support of Tactical Weapons, Space Surveillance and Environmental Meteorological Businesses.

Key successes include full funding for SADARM, including production funding one year early, under very adverse conditions facing potential cuts or termination in the face of major defense spending cuts; positioning of the FLIR business with the first production contract in June 1994.

Tactical Business Development, Sacramento, California

(1992 to 1993)

Led team in creation of product niche in Smart Munitions. Formulated and successfully executed plans to achieve funding for U.S. Army SADARM Program through the harsh FY93/94 Appropriations and OSD/OMB process.

Directed the Advanced Tactical Program Group with full P&I responsibility. Achieved business in a range of smart weapons programs, including the Navy's advanced Gun Weapon System and LADAR via a contract with Loral Vought Systems. Also established a program for international sale and co-production of SADARM, including U.S. approvals and teaming/sale discussions with the UK, France, Germany, Italy, Switzerland, and Korea, as well as gaining full cooperation of Aerojet's partner, Alliant TechSystems.

RAYTHEON COMPANY, Lexington, Massachusetts

(1987 to 1992)

Smart Munitions Programs

Organized and directed this business unit from its inception in 1987. Served as the focal point for management of the operation reporting directly to a rotational general management position. Developed program positions in classified IR, SAL, MMW Seekers, Fuzes, Projectiles, Advanced Bombs, Direct Fire and NLOS missiles. Defined the Strategized business directions, led market initiatives of seven somewhat competing program areas to ensure an effective coordinated image for the company. Led industry initiatives for teaming, directed customer and congressional contact.

Autonomous Precision Guided Munition (APGM) Program

Organized the program office, strategic planning and incorporation of a nine-company (eight-nation) international joint venture.

Special Assistant, Assistant Secretary of Defense (Acquisition & Logistics)

Executive Officer, Combat Support Systems Directorate

Program & Budget Officer for Munitions

Director, Operations, General Support Munitions, Europe

Senior Advisor, Egyptian Engineer Corp.

Commander, Explosive Ordnance Disposal Units

Defense Systems Management College and,

(1986)

Air Force Institute of Technology

(1979 to 1981)

Lectured on defense systems acquisition process and contracting to graduate level students.

TECHNICAL COMMUNICATIONS CORPORATION, Concord, MA

Member, Board of Directors; elected 1998

BS BA

Benedictine College (1972)

MS International Relations

Troy State University (1977)

Other PostGraduate:

US Army Command and General Staff College (1981)

Defense Systems Management College, Program Managers Course (1982)

Advanced Management Program, Raytheon Company (1990)